Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Department of the Interior

For 1st Quarter 2009 for period ending December 31, 2008

			Con	parati	ve Data	ı
Complaint Activity	Pre	vious l	Fiscal Y	Year D	ata	2009Thru12-
	2004	2005	2006	2007	2008	31
Number of Complaints Filed	243	323	353	261	286	66
Number of Complainants	201	283	318	257	271	63
Repeat Filers	22	32	26	13	13	2
Complaints by Basis			Cor	nparat	ive Dat	a
Complaints by Dasis	Pı	evious				
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	5 2007	2008	2009Thru12- 31
Race	87	94	132	79	106	23
Color	29	42	45	36	33	8
Religion	12	10	19	10	14	3
Reprisal	124	150	188	134	139	33
Sex	97	133	132	101	103	23

National Origin	38	62	58	47	37	7
Equal Pay Act	10	9	10	4	5	0
Age	90	121	121	88	102	21
Disability	48	62	63	56	62	16
Non-EEO	0	0	3	3	6	0
Complaints by Issue			Com	parativ	e Data	
complaints by Issue	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	2009Thru12- 31
Appointment/Hire	37	61	48	31	43	6
Assignment of Duties	31	51	35	33	33	9
Awards	5	12	16	6	7	3
Conversion to Full-time	1	0	2	0	0	0
Disciplinary Action						
Demotion	1	0	1	0	1	0
Reprimand	10	15	8	7	10	3
Suspension	10	10	12	12	8	1
Removal	1	5	6	3	2	1
Other	11	12	7	12	13	2
Duty Hours	10	8	10	12	9	1
Evaluation Appraisal	13	19	28	25	43	12
Examination/Test	0	0	1	0	1	1
Harassment						
Non-Sexual	81	106	102	101	109	23
Sexual	11	17	21	9	12	0

Medical Examina	tion	0	1	1	L	0	1	1
Pay (Including Ov	vertime)	8	12	7	7	5	9	2
Promotion/Non-S	election	58	55	8.	5	45	46	13
Reassignment							'	
Denied		2	4	4	1	2	3	0
Directed		9	11	1	4	13	13	3
Reasonable Accommodation		15	14	1	9	14	17	5
Reinstatement		0	0	C)	1	1	1
Retirement		2	8	3	3	2	3	1
Termination		17	28	3	1	23	16	8
Terms/Conditions Employment	of	20	34	2	6	25	21	11
Time and Attenda	nce	9	14	1:	2	18	17	2
Training		11	12	1	6	9	12	3
Other		31	28	3	7	31	28	3
			Co	mp	ara	tive I	Data Data	
Processing Time		Previou	s Fisca	al Y	ear	Data	l	2009Thru12-
	2004	2005	200	6	20	007	2008	31
Complaints pending during fiscal year			1					
Average number of days in investigation	221.71	224.51	277.	87	30	1.46	338.80	258.15
Average number of days in final action	52.62	187.03	154.	04	18	4.19	188.16	169.35

Complaint pending during fiscal year where hearing was requested								
Average number of days in investigation	211.09	221.5	8 27	8.64	29	97.82	343.23	244.46
Average number of days in final action	38.00	45.96	5 38	3.00	2	9.00	27.12	50.60
Complaint pending during fiscal year where hearing was not requested								
Average number of days in investigation	231.58	227.3	5 27	7.26	30	04.21	336.52	266.56
Average number of days in final action	73.10	227.3	3 25	9.39	30	06.59	289.20	260.69
Complaints Disi	niccod			Co	om	parati	ive Data	
by Agency		Pre	evious	Fisca	al Y	Year D	Data	2009Thru12- 31
		2004	2005	200)6	2007	2008	J1
Total Complaints Dismissed by Age	ency	0	24	47	7	31	51	18
Average days pen prior to dismissal	ding	0	133	380	0	425	292	331
Complaints With by Complaina								

Total Complaints Withdrawn by Complainants			4	.]	15	15		24	2	21		2		
Total Final Agency Actions			Pro	evious		Comp				a	20097	Thru12-		
Finding Discrimination	2	004		2005	2	2006	20	007	20	008	31			
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		1		3		5		5		0			
Without Hearing	0	0	1	100	1	33	1	20	0	0	0	0		
With Hearing	0	0	0	0	2	67	4	80	5	100	0	0		
Findings of Discrimination Rendered by Basis		Comparative Data Previous Fiscal Year Data 2009												
Note:	20	04	2	005	2	006	2	007	2	008	31			
Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		1		3		5		5		0			
Race	0	0	0	0	0	0	3	60	1	20	0	0		
Color	0	0	0	0	0	0	0	0	1	20	0	0		
Religion	0	0	0	0	0	0	0	0	2	40	0	0		
Reprisal	0	0	0	0	2	67	4	80	3	60	0	0		
Sex	0	0	0	0	1	33	3	60	2	40	0	0		
National	0	0	0	0	1	33	0	0	0	0	0	0		

Origin												
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	33	0	0	0	0	0	0
Disability	0	0	1	100	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		2		4		5		0	
Race	0	0	0	0	0	0	3	75	1	20	0	0
Color	0	0	0	0	0	0	0	0	1	20	0	0
Religion	0	0	0	0	0	0	0	0	2	40	0	0
Reprisal	0	0	0	0	1	50	3	75	3	60	0	0
Sex	0	0	0	0	0	0	3	75	2	40	0	0
National Origin	0	0	0	0	1	50	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		1		1		1		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100	1	100	0	0	0	0

Sex	0	0	0	0	1	100	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	100	0	0	0	0	0	0
Disability	0	0	1	100	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
		Comparative Data										
Findings of Discrimination		Previous Fiscal Year Data 2009Thrul										Thru12
Rendered by Issue	20	004	2	2005	2	2006	2	007	20	008		31
15540	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		3		5		5		0	
Appointment/Hire	0	0	0	0	0	0	0	0	2	40	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	1											
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	1	20	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	1	20	0	0
Duty Hours	0	0	0	0	0	0	0	0	1	20	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0

Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		ı										
Non-Sexual	0	0	0	0	0	0	2	40	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	0	0	2	67	1	20	1	20	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	1	100	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	1	33	1	20	0	0	0	0
Findings After Hearing	0		0		2		4		5		0	
Appointment/Hire	0	0	0	0	0	0	0	0	2	40	0	0
Assignment of	0	0	0	0	0	0	0	0	0	0	0	0

Duties												
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	1											
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	1	25	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	1	20	0	0
Duty Hours	0	0	0	0	0	0	0	0	1	20	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	2	50	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	0	0	2	100	1	25	1	20	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0

Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		1		1		1		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	1											
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												

Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	1	100	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	1	100	1	100	0	0	0	0

Pending Complaints	Comparative Data										
Filed in Previous Fiscal Years by Status	Pro	evious	ata	2009Thru12-							
Tears by Status	2004	2005	2006	2007	2008	31					
Total complaints from previous Fiscal Years	160	346	432	529	529	504					
Total Complainants	127	274	352	442	456	456					
Number complaints											

pending						
Investigation	4	7	30	57	31	108
ROI issued, pending Complainant's action	0	1	1	4	0	17
Hearing	4	7	30	57	31	108
Final Agency Action	21	27	46	71	91	124
Appeal with EEOC Office of Federal Operations	0	0	1	1	0	0
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2009Thru12-
	2004	2005	2006	2007	2008	31
Pending Complaints Where Investigations Exceed Required Time	35	51	80	124	78	69